

Children and Young People's Services

Headteacher recruitment policy in the case of amalgamation

Rationale

The purpose of this policy is to outline the arrangements with regard to re-organisation of Primary Schools in the Borough through amalgamation. The policy is intended to improve outcomes for pupils through accelerating pupil progress particularly at points of transition between schools, strengthen school leadership and provide improved value for money from financial and human resources.

The risks and uncertainties associated with an amalgamation are detailed below:

The principal ADVANTAGES of amalgamation arise from the continuous primary education entitlement:

- removal of the school transfer at the end of key stage 1;
- provision of a whole school curriculum across the primary age range;
- a unified management structure with a single school ethos;
- the potential to organise and arrange the staffing structure and to safeguard the staffing establishment when pupil numbers change across the key stages;
- a whole school approach to staff development across the primary phase;
- more efficient and effective use of resources, especially accommodation, when numbers fluctuate across the infant and junior phases.

The principal DISADVANTAGES of amalgamation are:

- the reduction to only one head teacher post which could impact upon accessibility to staff, parents and pupils (this may have particular relevance where schools serve areas of social and economic disadvantage);
- potential difficulties in bringing together two different sets of working practice;
- possible fear of and resistance to change amongst staff, governors and parents;

- in some (but by no means all) cases, a lack of staff expertise in teaching and management across the two key stages.

Rotherham School Improvement Mission

- ~ All children will make at least good progress
- ~ There will be no underperforming cohorts
- ~ All teachers will deliver at least good learning
- ~ All schools will move to the next level of successful performance

Arrangements for the appointment of Headteachers in the case of amalgamation

Prior to November 2011 when the practice was first introduced there was a Local Authority presumptive policy that should an existing Headteacher of one of the schools be leaving the post then the other sitting Headteacher would automatically be appointed to the post of primary Headteacher. In some cases this has resulted in the new primary school suffering a decline in pupil outcomes and subsequently OFSTED rating of the school being affected adversely.

Clearly when an Infant and Junior School are amalgamated, the resulting Primary School Headteacher role is a much bigger one than either of the two previous posts.

The new role will involve managing multi key stages and the wider group of staff that this will involve. Budget management and the duties that accompany management of buildings and infrastructure will also clearly increase significantly.

Where separate Infant and Junior Schools are to be amalgamated, as existing Headteachers were appointed to a single phase of primary education eg Infant or Junior Headship there will need to be an open and transparent external recruitment process to enable Governors to ensure that the strongest possible candidate is appointed to the post of Primary School Headteacher.

Current sitting Infant and Junior school Headteachers at the affected schools are encouraged to apply for the new post of primary Headteacher.

This process will ensure that the Recruitment and Selection Panel can assure all stakeholders that, the strongest candidate available has been appointed to lead the new Primary School and, meet the challenges of the wider remit of the new post.

There are certain cases where this policy is not applicable and these cases are outlined below:

There will not need to be a recruitment and selection process for the position of Head Teacher at a proposed Primary School in the case of Federation Schools amalgamating, where the Governing Body have already appointed an Executive Headteacher across the Infant and Junior School federation with a view to longer term arrangements being established.

There will not need to be a recruitment and selection process for the position of Headteacher at a proposed Primary School in the case of one of the current Infant and Junior Schools being in 'special measures' and a local solution can be established, as the proposed Headteacher in these cases will have a proven track record of outstanding leadership endorsed by the Department for Education and OFSTED.

Recruitment procedure

Where a Headteacher recruitment and selection process is necessary to appoint to the new Primary School Headship, a consultant Headteacher will be appointed to advise and support the Governing Body to recruit the strongest candidate possible to the position. Human Resources Officer support will be available as required.

Policy Approved by:

Date: